

*the council for its approval and may be changed or modified in any manner the council sees fit before approving them. The council, on the recommendation of the civil service commission or on its own initiative, may amend these rules and regulations from time to time as it sees fit. Among other things, these rules shall make provision for:*

*(a) Giving competitive examinations whenever practicable to determine the fitness of applicants for positions in the city service.*

*(b) Making promotions within the city service on the basis of ability and merit.*

*(c) Establishing the length of a probation period.*

*(d) Vacation leave and sick leave for employees in the classified service.*

*(e) The manner in which lay-offs shall be effected.*

*(f) An appeal to the civil service commission by any classified officer or employee who feels that he has been discharged, demoted, suspended, or otherwise disciplined in violation of the provisions of Section 77 of this charter. FROM THE DECISION OF THE SAID COMMISSION, THERE SHALL BE AN APPEAL DE NOVO TO THE CIRCUIT COURT OF ALLEGANY COUNTY.*

*(g) Any other matters concerned with personnel administration.*

#### **RETIREMENT:**

*75. The City of Frostburg is authorized to affiliate with the State Retirement System, or with the federal social security system whenever the General Assembly shall have enacted the necessary permissive legislation.*

#### **COMMISSIONER OF STATE EMPLOYMENT AND REGISTRATION:**

*76. In order that the city's merit system may be administered without unnecessary expense, the city may request and avail itself of the facilities of the Commission of State Employment and Registration.*

#### **PROHIBITIONS:**

*77. No person in the classified service of the city or seeking admission thereto shall be appointed, promoted, demoted, removed, or in any way favored or discriminated against because of his political or religious opinions or*